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ABSTRACT

The report examines the entry level competencies required and the opportunities available in nurse assisting, therapy assisting, environmental health assisting, community health assisting, medical/dental assisting, and emergency assisting. The fields were chosen because of the number of entry level positions available and opportunities for future employment growth. A questionnaire and interview procedure were combined in which respondents were supervisors and staff of health and environmental service institutions in New York. Bases on a 34% questionnaire return, it was concluded that salary level was the primary barrier for both initial employment and job retention for entry level workers. Other barriers were lack of foreseeable upward mobility, poor skills training, and lack of communication skills. The most important areas of educational preparation were understanding instructions and knowledge of medical terminology. (AG)

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a survey of competencies needed

The University of the State of New York
THE STATE EDUCATION DEPARTMENT
Bureau of Occupational Education Research

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SUMMARY OF FINAL REPORT

HEALTH OCCUPATIONS COMPETENCY SURVEY

Grant VEA CO 71-C-897

Hudson Valley Community College

Conducted By

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Bureau of Occupational Education Research

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FOREWORD

Health occupations education has become an important element in occupational educational programming in New York State's public education agencies. The development and implementation of the large variety of health occupations education courses not only reflects the need for skilled personnel in the health care field but recognizes the value of early job preparation at the secondary level.

This report has examined the entry level competencies required, and the opportunities available in six fields of health occupation. They are nurse assisting, therapy assisting, environmental health assisting, community health assisting, medical/dental assisting,and emergency assisting.

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Participating health service unions

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Bureau of Health Occupations Education

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INTRODUCTION

Society must be aware of how students in its educational system can be helped to become vocationally productive. Values placed on post-high school education have induced students to attempt to find a place in this type of education without considering their own interest and abilities. While 50 percent of high school graduates go on to higher education, data shows that only 12 percent of the labor force in 1968 were professional or semiprofessional workers.[1] This discrepancy between aspiration and achievement indicates that positive attitudes towards work on subprofessional levels must be encouraged.

The recognition that vocational education is a sequential process of development is a first step. Vocationally relevant behaviors must be developed through a systematic career education program. The continuum of personal development, vocational training, initial job entry, and mobility within a chosen occupational cluster must be examined and redefined to provide maximum growth and gain for students.

The health care field is experiencing dramatic and dynamic changes. Rapid expansion in scientific knowledge is stimulating the involvement of new types of workers in the health care delivery service. Longer life expectancy in a growing population, charges of inequitable distribution of services, expanded use of third party financing of health care, and other similar factors demand a reallocation of resources--including manpower.

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1. Education for Employment, Policy Papers in Human Resources and Industrial Relations, (No. 14), National Manpower Policy Task Force. May 1969.

The allied health field has experienced a most impressive growth rate. Correspondingly, there is a demand for better trained personnel and a call for the development of effective and efficient training programs. The vocational process relating to entry level health care worker must be fully examined in order to increase student attraction to the allied health field and maximize the use of resources for the industry.

Recognizing this need, provision was made in the 1971 New York State Plan for Occupational Education to conduct a health competency study. The survey objectives included the following:

1. Identify all possible job responsibilities, specific tasks, and related skills and knowledge pertaining to entry level occupations in the major categories of the health care industry, and determine distribution of tasks by occupational title.

2. Identify the commonalities among various occupations, and those occupations which might be clustered or grouped together for initial training purposes.

3. Identify the degree of upward and lateral mobility possible and the availability of on-the-job training for employees with entry level skills.

4. Develop implications and guidelines for curriculum development based upon research data appropriate to single and/or cluster of occupational titles.

PROCEDURE

It was not intended to survey all entry level occupations in the allied health field. The following six groups of health workers were chosen because of the number of entry level positions available and opportunities for future employment growth:

Nurse Assisting

Therapy Assisting

Environmental Health Assisting

Community Health Assisting

Medical/Dental Assisting

Emergency Assisting

The Health Occupations Competency Survey was sent to 2,138 health and environmental service institutions. The respondents were asked to indicate 1) the rank order of duties associated with each assistance area listed in the questionnaire, 2) various titles under which these duties were performed, 3) the present number of positions and the estimated number of positions that would be available in 1980, 4) relative importance of preparatory education areas, and 5) employment barriers for hiring and retention of entry level workers (appendix A).

In addition to the questionnaire, the investigators visited 107 health and environmental service institutions. In each service organization visited at least one administrator and a minimum of three staff personnel were interviewed. Based on the questionnaire, the interview was designed to validate the returns and verify the similarity or differences in supervisory and staff responses.

Figure I

Dispersion of Questionnaire Returns - N=736

TABLE I

RESPONDING INSTITUTIONS BY TYPE OF ORGANIZATION

TYPE OF ORGANIZATION	NUMBER OF QUESTIONNAIRES DIRECTED	NUMBER OF QUESTIONNAIRES RETURNED	PERCENT OF QUESTIONNAIRES RETURNED
Hospitals	478	171	36
Nursing Homes	625	439	70
Medical Clinics	73	14	18
Industrial	580	33	6
Educational	182	22	12
Governmental	159	40	25
Home Health Services	41	17	41
TOTALS	2138	736	34

TABLE II

INSTITUTIONS VISITED IN FIELD SURVEY

TYPE OF INSTITUTION	NUMBER OF INSTITUTIONS VISITED N=107	NUMBER OF STAFF CONSULTED 500
Hospitals	28	147
Nursing Homes	32	171
Medical Clinics	4	12
Governmental	17	54
Home Health Services	7	28
Industrial	11	52
Educational	8	36

TABLE III

NUMBER OF ENTRY LEVEL HEALTH CATEGORY RESPONSES
SECTION B - ITEM 6 QUESTIONNAIRE

	FREQUENCY MENTIONED N=1512	PERCENTAGE OF FREQUENCY %=100
Nurse Assisting	806	53
Therapy Assisting	370	24
Environmental Health Assisting	118	8
Community Health Assisting	47	3
Medical/Dental Assisting	84	6
Emergency Assisting	87	6

SUMMARY

A total of 736 questionnaires or 34 percent of the 2,138 were returned (figure I). The returns were categorized according to the number of responding hospitals, nursing homes, medical clinics, industrial, educational, governmental, and home health service organizations (table I). A similar breakdown was made of the 107 institutions visited and the 500 staff interviews (table II). In both cases the categories of hospitals and nursing homes taken together comprised a large majority of the returns. An analysis of the entry level health category responses (N=1512) revealed that the rank order of frequency was nurse assisting (53%), therapy assisting (24%), environmental health assisting (8%), emergency assisting (6%), medical/dental assisting (6%), and community health assisting (3%) (table III).

The investigators also reported on the number of entry level health positions in each county for the six occupational clusters. Highest concentrations were found in four major metropolitan areas: New York City, Buffalo, Rochester, and Syracuse. Statewide totals indicated that of the 35,549 reported positions, the nurses aide category comprised 31,294, therapy assistants accounted for 2,513, while the remaining four work clusters ranged from approximately 600 to 800 each (appendix B).

Respondents indicated that salary level was ranked as the primary barrier for both initial employment and job retention for entry level workers (tables IV and V). For nurse, therapy, environmental health, and community health assisting areas, the salaries reported averaged about $360 per month, while medical/dental assistants averaged between $395 to $480 monthly. Ambulance service workers were found to have salary ranges

TABLE IV

BARRIERS FOR INITIAL EMPLOYMENT

Difficulties	N=736 Frequency Mentioned	Rank
Salaries	226	1
Poor Skills Training	146	2
Lack of Foreseeable Job Advancement	136	3
Lack of Communication Skills	116	4
Union Qualifications	15	5
Other	14	6
Age Discrimination	6	7
Sex Discrimination	5	8
Race Discrimination	4	9

TABLE V

BARRIERS FOR EMPLOYMENT RETENTION

Difficulties	N=736 Frequency Mentioned	Rank
Salaries	212	1
Lack of Foreseeable Job Advancement	119	2
Lack of Communication Skills	76	3
Poor Skills Training	72	4
Other	15	5
Union Qualifications	11	6
Race Discrimination	7	7
Age Discrimination	5	8
Sex Discrimination	4	9

between $550 to $650 per month, but the bulk of other emergency service aides were paid between $375 to $425 per month.

Other than salary, lack of foreseeable upward mobility, poor skills training, and lack of communication skills made up large majority of responses in regard to barriers for initial employment and job retention. The investigators found that the most important areas of educational preparation were those of understanding instructions and knowing medical terminology (table VI). Where lack of training skills ranked higher as a barrier to career advancement, communication skills were seen as being more important in terms of educational preparation.

TABLE VI

IMPORTANCE OF EDUCATIONAL PREPARATION

Preparatory Area	Frequency Mentioned	Rank
Understanding oral and written instructions	416	1
Understanding of simple medical terminology (anatomical terms)	327	2
Understanding of team relationships	299	3
Understanding the skills in maintaining environment conducive to patient welfare	240	4
Understanding the principles of sterilization	223	5
Understanding emergency first aid procedures	219	6
Understanding legal responsibilities within health and environmental services	170	7
Understanding of health and environmental field ethics	163	8
General understanding of health science resources	115	9

Tables VII through XII present the rank order in importance as judged by respondents, of job duties for each of the six health assisting clusters. A brief summary of associated findings in each area follows the presentation of tabulated data.

Nurse Assisting (Table VII)

In this occupational area, job analysis was found to be excellent in hospitals; but in smaller facilities, analysis was limited to a listing of generalized duties. Nursing homes, in many cases, did not conduct specific task studies.

The investigators found that in the survey form the category of practical nurse should have been separated from those of nurse assistant and nurse orderly. The practical nurse is a licensed worker and has duties with greater responsibilities than entry level personnel. In smaller institutions, the LPN has been assigned duties corresponding to tasks performed by the registered nurse.

Therapy Assisting (Table VIII)

This is one of the newer specialized areas in entry level health occupations, with an estimated 17 percent more positions to be filled in the State. It was found that direct patient contact and handling of equipment were the main duties ascribed to aides, as registered therapists supervised overall patient service. In light of the tasks performed, the investigators felt that training should rely heavily on clinical experience. However, as the aide assumed more responsibility and acquired more job skills, there was no established career and salary ladder to enhance job retention.

TABLE VII

IMPORTANCE OF DUTIES

NURSE ASSISTING			
Duties	N=806	Number of Responses	Rank of Responsibility
Assists patients with hygiene and personal care		806	1
Answers patient call lights		691	2
Makes occupied and empty beds		673	3
Assists with escorting and transporting patients		668	4
Collects specimens such as urine, stool, and sputum		651	5
Assists with admission, transfer, and discharge of patients		625	6
Takes and records patients' temperature, pulse, respiration, and blood pressure		564	7
Takes and records, and reports patients' general physical and mental symptoms		561	8
Assists physicians with examinations, treatments, and dressings		452	9
Administers selected medications		342	10

OTHER SIGNIFICANT REPORTED DUTIES

Prepares patients for emergency operations
Applied patient restraints
Adjusts heights and side rails of beds
Changes soiled linen
Assists patients with oral hygiene
Assists in patient positioning for comfort and meals
Prepares patients' food for easier eating
Services and collects food trays

TABLE VIII

IMPORTANCE OF DUTIES

THERAPY ASSISTING			
Duties	N=370	Number of Responses	Rank of Responsibility
Assist patients in preparation for treatment		370	1
Prepares and maintains treatment area		366	2
Assembles and disassembles equipment		356	3
Performs treatment procedures predetermined for each patient by the registered therapist		345	4
Assists patient in practice of activities related to the development of strength and endurance		342	5
Transport patient and records to and from therapy area		341	6
Is responsible for supplies		309	7
Arranges schedule of future treatments as directed by the therapist		301	8
Is responsible for correlation of followup with other working shifts		209	9

OTHER SIGNIFICANT REPORTED DUTIES

Cleans therapeutic equipment
Labels and stores therapeutic devices
Relates therapeutic usefulness of activities of daily living
Prepares patient progress charts
Assists in arranging or constructing therapeutic devices
Advises family members of patient progress

Environmental Health Assisting (Table IX)

Positions in this area are presently limited except for an immediate need for waste water treatment aides in the major urban areas. However, the investigators forecast a large number of future openings. They noted that many positions in this field had residency requirements for municipal positions. This creates a lack of mobility for a graduate of proposed training programs. Staff members, when interviewed, felt these requirements should be relaxed in both new and established facilities.

There have been problems in designating the various entry level positions by title, and some of those used now such as "mechanic" or "laborer," are found to be unattractive to students. The investigators used this occupational area to illustrate the divergency of job titles for similar task clusters (table X).

Community Health Assisting (Table XI)

Entry level personnel in this occupational area function as aides to the professionals in the social science, psychiatric, and personal health fields. The assistant must have a training program based in group relationships and an understanding of social, emotional, and economic problems related to the health of the patient.

Examination of the responses indicated that workers under titles such as "resources assistant," "family health worker," and "psychology-psychiatric aide" function primarily as liaison between the community and the health delivery agencies. These individuals have been recruited from and work within a specific geographical area to identify health and social needs of its constituents. The aides use their training and knowledge of the area to facilitate reception of proper medical and followup care.

TABLE IX

IMPORTANCE OF DUTIES

ENVIRONMENTAL HEALTH ASSISTING			
Duties	N=118	Number of Responses	Rank of Responsibility
Keeps simple records		118	1
Operates equipment		111	2
Maintains equipment		108	3
Makes simple arithmetic computations		101	4
Reads and records data from meters and gauges		98	5
Takes samples for laboratory analysis		97	6
Sets up sampling and measuring equipment		95	7
Makes and interprets simple diagrams, sketches, and drawings		94	8
Makes simple investigations to determine compliance with a standard		91	9
Performs simple laboratory tests		90	10
Maintains laboratory in proper order		73	11
Prepares solutions and reagents in the laboratory		70	12.5
Assists surveying teams		70	12.5

OTHER SIGNIFICANT REPORTED DUTIES

Laboratory Aide

Prepares solutions and media
Inoculates and bleeds laboratory animals

Sewage Works Assistant and Water Works Assistant

Inspects systems for proper operation and assists operator
Reads meters and records data with some interpretation of specific information
Assists in repair to sewage lines, process piping, sludge lines, electrical and instrumentation systems
Participates in the installation and repair of process pumps, valves, and sludge dewatering equipment
Participates in the operation and maintenance of pump stations and other water pollution control facilities

TABLE X

DIVERGENCY OF JOB TITLES

Questionnaire Title	
Waterworks Assistant	Waste Plant Operator Watershed Inspector Water Plant Operator Trainee Water Plant Trainee Operator Maintenance Mechanic Treatment Plant Attendant Mechanics Helper Waterworks Aide Water Maintenance Man Laborer
Sewage Works Assistant	Industrial Waste Plant Mechanic Sewage Treatment Worker Trainee Sewage Treatment Plant Operator Trainee Pollution Control Trainee Maintenance Man
Air Pollution Control Aide	Junior Air Pollution Laboratory Maintainer
Laboratory Aide	Laboratory Technician Laboratory Assistant
Water Tester	Water Inspector
Rodent Control Aide	Rod Man Learner Draftsman Assistant Inspector of Construction
Environmental Health Aide	Health Guide Environmental Health Enforcement Officer

TABLE XI

IMPORTANCE OF DUTIES

COMMUNITY HEALTH ASSISTING			
Duties	N=47	Number of Responses	Rank of Responsibility
Acts as a liaison between home, hospital, and community for the discharge patient		47	1
Interprets the needs of the patient to the family and community organizations		43	2.5
Aids in referral to social and psychiatric institutions		43	2.5
Aids in maintaining the personal histories of community patients		41	4
Enlists the cooperation of the community in rehabilitation		40	5.5
Aids in the gathering of statistics in community health problems		40	5.5
Aids groups in recognizing health deficiencies		34	7
Aids a communitywide immunization against infectious diseases		27	8
Aids in reemployment		24	9
Aids the community in combating risky practices such as cigarette smoking and diet fads		19	10
OTHER SIGNIFICANT REPORTED DUTIES			
Faciliates discharge plans from health institution			
Makes referrals for financial assistance			
Observes and recommends changes in community life-style			
Arranges or recommends social and recreational experiences			
Recommends health and social decisions to families when approved by available agencies			
Gathers information on patient groups			
Helps prepare statistical reports			
Assists in recommending priorities for health and social needs of the individual or family			
Assists in simple psychological and sociological testing			
Interprets eligibility requirements of health facilities			

TABLE XII

IMPORTANCE OF DUTIES

MEDICAL / DENTAL ASSISTING		
Duties N=84	Number of Responses	Rank of Responsibility
Assists with patient history	84	1.5
Prepares materials to be used or administered by the physician or dentist	84	1.5
Acts as a receptionist for patients	81	3
Antiseptizes equipment	77	4
Sterilizes instruments	75	5.5
Records patient treatment	75	5.5
Dismisses patient	74	7
Aids in patient treatment	70	8
Assists with X-rays	67	9
Instructs patient in home followup procedures	61	10

OTHER SIGNIFICANT REPORTED DUTIES

Assembles patient records for treatment
Stains, mounts, and screens microscopic slides
Prepares basal metabolic tests
Maintains appointment control
Charts patient nutritional intake
Completes insurance, tax, and financial forms
Verifies invoices and maintains inventory
Prepares individual treatment tray setup
Preserves, incubates, and records bacterial cultures
Explains postoperative instructions to patients

Excellent opportunities were reported for qualified entry level workers and great upward mobility was in evidence due to broad training in knowledge relating to the individual and society. It was estimated that 20 percent more social service and family aides are needed throughout the State.

Medical/Dental Assisting (Table XII)

One of the questions of concern was to determine whether the categories of medical assisting and dental assisting could be combined to increase lateral mobility for future students. Basic skills of both fields could be combined for training purposes, but specific tasks differed significantly enough to create problems in designing a completely integrated course. This was especially evidenced in the responses to the question regarding the preparation of materials to be used or administered by the physician or dentist.

Examination of the data revealed that approximately 5 percent of current dental assistant positions were available and 4 percent of medical assistant positions were not filled. Most opportunities were available in private offices.

Emergency Health Assisting (Table XIII)

The questionnaire and field visits were designed to investigate whether the duties of the ambulance attendant, the emergency room aide, and intensive care unit assistant could be combined. However, in many of the larger health service institutions, these duties are so separated that coordination between pickup, emergency, and intensive care services is practically negligible. The investigators noted in VA hospitals emergency rooms were staffed by physicians, registered nurses, and practical nurses and much more correlated activity was seen in the reception and care of the patient.

TABLE XIII

IMPORTANCE OF DUTIES

EMERGENCY ASSISTING		
Duties N=87	Number of Responses	Rank of Responsibility
Administers first aid procedures to injured or ill patients	87	1
Monitors pulse, temperature, respiration	84	2
Cleans wounds	76	3
Conveys patient from emergency situation to emergency care facility	64	4
Extricates patient from emergency situations	57	5
Splints fractured limbs	46	6
Under professional direction, administers emergency drugs	44	7
Aids in childbirth	39	8
Administers blood transfusions as necessary	26	9.5
Sutures wounds	26	9.5

OTHER SIGNIFICANT REPORTED DUTIES

Applies sterile dressings
Recognizes limitations and danger in patient transportation techniques
Recognizes the physiologic state of shock and initiates treatment under professional direction
Helps in educating public to emergency situation recognition
Minimizes spread of contagious infectious materials
Recognizes acute surgical conditions and initiates steps for competent medical treatment
Maintains optimum body fluids

Unionization

Of the 500 health delivery staff personnel interviewed, 97 percent felt that the union-health organization relationship had presented increased occupational opportunities to health workers. Unions which represent workers (presently in the New York City area only) are operating exceedingly well-planned inservice training programs and are not considered to be a deterrent in recruiting entry level personnel.

Education and Health Delivery

The existing relationship between educational institutions and health service organizations has been characterized by poor communication and negligible coordination. This had led to a waste of facilities, faculty, equipment, and time in the pursuit of training and upgrading personnel.

Many hospitals, nursing homes, and industrial institutions have established released time programs for upgrading workers, and should be commended. However, 83 percent of the personnel enrolled felt that the programs could have been more applicable to their job and skill needs.

High school programs for health service occupations presently include some supervised work/clinical. Yet, 90 percent of the staff personnel felt that an inadequate amount of time had been allocated for clinical experience.

Planning boards, comprised of educational and health service representatives, could be established to eliminate the wasted resources and coordinate training programs to meet actual job skill needs.

Preparatory Curriculum

Respondents indicated a definite need for earlier exposure of students to health service career opportunities. Of the 500 staff members interviewed, 55 percent felt that they would have been better prepared if they had identified a possible occupational interest in health delivery service prior to the 7th grade. They also pointed out a lack of continuity within their public school studies prior to and following 9th grade. Only 34 or 7 percent of the interviewed individuals had been given counseling at the junior or senior high school level of education.

There has been a widespread opinion that all allied health opportunities find their base in the natural sciences. However, when the knowledge requirements of the individual careers were examined, this did not prove true. In fact, individual careers share segments of knowledge from various disciplines but primarily from four areas.

A. Natural or life sciences - those involved in direct patient contact. Examples would be nursing, therapy, and emergency service personnel.

B. Business education - those primarily related to non-medical contact areas. Examples are medical/dental assisting and community health workers.

C. Social sciences - all staff indicated a desire for more knowledge of societal and psychological needs of patients.

D. Mechanical training - most applicable to environmental health aides but could be used by all of the medical aides and assistants in their patient contacts.

RECOMMENDATIONS

1. Core Curriculum

One approach to stimulate the interest of students in health careers could be the core curriculum. Core curriculum is probably the most talked about and least demonstrated concept in education.

The following should be the three goals of any core curriculum:

A. To provide teaching efficiency and economy by structuring a foundation of content which apply to a broad spectrum of careers. (May be separate courses, depending upon level of preparing agency.)

B. To provide uncommitted students with an educational experience which will assist in their choice of career and be applicable to that career.

C. To allow uncommitted students lateral movement from one career choice to another with minimal loss of time and credit, as well as vertical movement.

A science-based core that could be followed through the school system from grade 6 through 12 should prove useful. It would contain:

1. Medical terminology
2. Basic sciences with work application
3. Body mechanics
4. Communication skills
   (use of the oral and written word)
5. Laboratory experience
   (more generalized in the earlier years and more specific at the high school level including affiliation with employing institutions)

2. Laboratory Experiences

Time-motion studies for the duties of various entry level health service workers could be immensely valuable in setting up the laboratory experiences for educational curriculum.

Recommendations for specific laboratory experiences in the area of therapy assisting should include the following:

1. Physical therapy aide - simple treatment procedures such as applying hot packs and giving whirlpool treatments, and aiding in control of inventory of supplies.

2. Occupational therapy aide - followup established programs of occupational therapy of all types including teaching disabled persons to function in the home atmosphere (kitchen and bathroom) either by themselves or with a minimum of help.

3. Inhalation therapy aide - prepare the treatment area for the registered inhalation therapist. Contact with oxygen, compressed air equipment, nasal catheters, cannulae, face masks, and tents is essential.

4. Recreational therapy aide - group involvement to determine different personalities and a choice of recreational activities geared to individual grouping.

Curriculum development for environmental laboratory aides can include a single program to train water works and sewage works assistant.

1. The development of mechanical ability should be of prime importance. Theoretical and laboratory abilities should be developed at the levels reached in "The Manual of Instruction for Water Treatment Plant Operators," and "The Manual of Instruction of Sewage Treatment Plant Operators," both publications produced by the State Education Department and used in present grade 2 training courses. [2,3]

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2. Water Treatment Plant Operators, New York State Sanitary Code, Charter 1, Qualifications, Section 1160-1175.

3. Sewage Treatment Plant Operators, New York State Environmental Code, Chapter 1, Qualifications, Section 1183-1195.

2. The mechanical ability should be geared to the knowledge of operating and maintaining valves, pumps, boilers, motors, compressors, heat exchanges with emphasis on basic instrumentation.

3. Additional laboratory experience should be in the areas of sampling techniques, graph reading, and basic record logging.

Visits to service institutions and private medical and dental offices provided a profile of skills for the ideal medical or dental assistant. These skills can be verified by psychological testing. They should include:

1. Verbal skills above the average
2. Manual dexterity to use preventive materials
3. Energy
4. Human relation skills or potential to develop them
5. Strong emotional stability

Clinical experience must include basic medical and dental terminology, aseptic principals, practice with medical and dental charts, safety procedures in office situations, and routine test analyses.

Curriculum design for emergency health assisting need not be different from that for nursing aides in vocational education programs. However, the clinical application should stress emergency area assignments. The one area where emergency care has been undergoing changes is in the process of monitoring bio-medical equipment, especially in the intensive care units. This should be made a part of the emergency care and nursing aide clinical experience.

3. Advisory Boards

Representatives from educational institutions, health delivery organizations, and unions and consumer groups should be included on the advisory board for the formulation of new health service programs. Staff members of

health delivery agencies felt that health training programs were drawn unilaterally by educational facilities, leading to fragmentation in curriculum and program development. Increased cooperation between educational and health delivery organization would result in more efficient use of facilities, faculty, and equipment, all of which are in short supply. Greater communication would also lead to a more efficient use of available manpower. The investigators believed that equal advisory board participation would insure better curriculum planning, outlined by definitive task objectives, better laboratory experiences, and increased employment opportunities. A further benefit of equal participation in program planning might be a reduced divergence in occupational titles.

4. Regionalization of Programs

Surveyed service institutions indicated that well-qualified faculty and facilities for inservice training programs could be better provided through regional planning. Many communities are too small to adequately provide educational and training programs for a broad enough range of occupational offerings. Often, these areas are those whose populations have the greatest need for these programs. In light of this, residential facilities were recommended for regional training centers. The investigators concluded that adequate planning to determine the needs of health delivery organizations should lead to centrally located facilities which would be most economical and of greatest benefit to potential students and employees.

5. Licensure

While licensure of personnel in health service organizations does not affect entry level employment, it greatly hinders upward mobility of workers.

In many cases, aides are unable to apply work experience to reduce time in academic programs to become licensed.

Basic to the concept of mobility is the need to evaluate each individual's present abilities regardless of the route traveled to attain them. Proficiency and equivalency testing, rather than reliance on written examinations, can serve a basis for this evaluation.

Proficiency testing assesses an individual's knowledge and skills in regard to the actual demands of an occupational specialty. Equivalency testing equates learning gained outside of formal training programs with course requirements that constitute such training. There seems to be no reason why such mechanisms cannot be incorporated into our present system of licensure and certification.

6. Future Studies

Since this survey did not include the major health service areas of housekeeping, maintenance, and food service, meaningful studies could be conducted to investigate tasks and employment opportunities in these areas.

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APPENDIX A

Questionnaire to Provide Information

for Health Occupations Competency Survey

THE UNIVERSITY OF THE STATE OF NEW YORK
THE STATE EDUCATION DEPARTMENT
ALBANY, NEW YORK 12224

LORNE H. WOOLLATT
ASSOCIATE COMMISSIONER FOR
RESEARCH AND EVALUATION

DIVISION OF RESEARCH
CARL E. WEDEKIND, DIRECTOR

BUREAU OF OCCUPATIONAL EDUCATION RESEAR
LOUIS A. COHEN, CHIEF
518: 474-6386

Dear Administrator:

Through funds authorized by a current Vocational Education Grant, a research team from Hudson Valley Community College, Troy, New York, has been selected to conduct an analysis of present and future entry level health occupations that include personal services and environmental health. This information will provide the New York State Education Department with statistics and data for future program development. The research team consists of:

Dr. John Ehrcke - Principal Investigator
Dr. Franklyn Amos
Mr. Joseph Healey
Dr. Charles Zipprich

The enclosed questionnaire will detail for us such information from your institution.

Your attention to the items in this questionnaire and the return after it has been completed in the enclosed envelope will be appreciated. Any questions related to the study should be directed to Dr. John W. Ehrcke, Hudson Valley Community College, Troy, New York.

Ruth-Ellen Ostler, Chief
Bureau Health Occupation Education

Louis A. Cohen, Chief
Bureau of Occupation Education
Research

John W. Ehrcke
Principal Investigator

NEW YORK STATE EDUCATION DEPARTMENT

BUREAU OF OCCUPATIONAL EDUCATION RESEARCH

BUREAU OF HEALTH OCCUPATIONS EDUCATION

QUESTIONNAIRE

PLEASE SUPPLY THE INFORMATION REQUESTED FOR HEALTH OCCUPATIONAL EDUCATION CURRICULUM STUDY BEING CONDUCTED BY HUDSON VALLEY COMMUNITY COLLEGE. ALL INFORMATION WILL BE KEPT CONFIDENTIAL.

SECTION A - GENERAL INFORMATION

1. FIRM OR INSTITUTION. _____
2. ADDRESS _____
3. NAME OF PERSON COMPLETING THIS FORM _____
4. JOB TITLE _____
5. TYPE OF ORGANIZATION (PLEASE CHECK)

A) HOSPITAL _____

SPECIFY TYPE: GENERAL _____

TEACHING _____

MENTAL _____

OTHER _____

B) NURSING HOME _____

C) MEDICAL CLINIC _____

D) INDUSTRIAL _____

E) EDUCATIONAL _____

F) GOVERNMENTAL _____

SPECIFY TYPE _____

G) HOME HEALTH SERVICES _____

SPECIFY TYPE _____

H) OTHER _____

SECTION B - ENTRY LEVEL HEALTH CATEGORIES

6. INSTRUCTIONS FOR QUESTION 6. WE ARE LISTING SIX (6) COMMONLY RECOGNIZED AREAS OF ENTRY LEVEL HEALTH SERVICE POSITIONS. PLEASE CHECK CATEGORIES EMPLOYED BY YOUR ORGANIZATION. FOR EACH CATEGORY CHECKED PLEASE COMPLETE THE CORRESPONDING SECTION INDICATED.

ENTRY LEVEL CATEGORY			
A.	NURSE ASSISTING	☐	IF CHECKED COMPLETE SECTION 7A,P
B.	THERAPY ASSISTING	☐	IF CHECKED COMPLETE SECTION 7B,P
C.	ENVIRONMENTAL HEALTH ASSISTING	☐	IF CHECKED COMPLETE SECTION 7C,P
D.	COMMUNITY HEALTH ASSISTING	☐	IF CHECKED COMPLETE SECTION 7D,P
E.	MEDICAL/DENTAL ASSISTING	☐	IF CHECKED COMPLETE SECTION 7E,P
F.	EMERGENCY ASSISTING	☐	IF CHECKED COMPLETE SECTION 7F,P

7. INSTRUCTIONS FOR QUESTION 7. QUESTIONS 7A THROUGH 7F CORRESPOND TO THE SPECIFIC CATEGORIES CHECKED IN QUESTION 6, I.E., 7A REFERS TO NURSE ASSISTING. THE JOB DESCRIPTION AND THE LIST OF DUTIES APPROPRIATE FOR SPECIFIC JOB TITLES WITHIN THE CATEGORY ARE TO BE READ AND THE TABLE COMPLETED IN THE FOLLOWING MANNER:

COLUMN A - SELECT AND/OR LIST JOB TITLES USED NOW AND THOSE TO BE USED IN THE FUTURE.

COLUMN B - GIVE THE TOTAL NUMBER OF POSITIONS AVAILABLE IN THE TITLES SELECTED OR LISTED IN (A).

COLUMN C - GIVE THE TOTAL NUMBER OF POSITIONS AVAILABLE IN 1980 FOR EACH TITLE SELECTED OR LISTED IN (A).

COLUMN D - EACH COLUMN UNDER D CORRESPONDES TO THE SAME NUMBERED DUTY LISTED UNDER THE JOB DESCRIPTION. FOR EACH TITLE SELECTED OR LISTED IN (A) PLEASE RANK THE DUTIES ACCORDING TO PRIORITY- 1 - MOST IMPORTANT, 2 - SECOND IMPORTANT, 3 - LEAST IMPORTANT, IF THE DUTY IS NOT PERFORMED AT ALL, PLACE A DASH.

7A

NURSE ASSISTING

UNDER THE DIRECTION OF THE REGISTERED NURSE, AIDS IN NURSING CARE TO THE SUB-ACUTE CONVALESCENT AND CHRONIC PATIENTS. MAY ASSIST THE REGISTERED NURSE IN THE CARE OF THE MORE ACTUELY ILL PATIENTS AND IN COMPLEX NURSING SITUATIONS.

DUTIES:

1. ASSISTS PHYSICIANS WITH EXAMINATIONS, TREATMENTS, AND DRESSINGS
2. ADMINISTERS SELECTED MEDICATIONS
3. MAKES OCCUPIED AND EMPTY BEDS
4. ASSISTS WITH ADMISSION, TRANSFER AND DISCHARGE OF PATIENTS
5. ASSISTS WITH ESCORTING AND TRANSPORTING PATIENTS
6. ASSISTS PATIENTS WITH HYGIENE AND PERSONAL CARE
7. ANSWERS PATIENT CALL LIGHTS
8. COLLECTS SPECIMENS SUCH AS URINE, STOOL AND SPUTUM
9. OBSERVES, RECORDS, AND REPORTS PATIENTS GENERAL PHYSICAL AND MENTAL SYMPTOMS
10. TAKES AND RECORDS PATIENTS TEMPERATURE, PULSE, RESPIRATION AND BLOOD PRESSURE

OTHER: _____

OCCUPATIONAL TITLES	TOTAL NUMBER OF POSITIONS		DUTIES									
	PRESENT	1980	D									
A	B	C	1	2	3	4	5	6	7	8	9	10
NURSE AIDE												
NURSE ORDERLY												
PRACTICAL NURSE												
OTHERS (PLEASE LIST)												

78 THERAPY ASSISTING

AIDS THE REGISTERED THERAPIST IN THE VOCATIONAL, EDUCATIONAL, AND RECREATIONAL ACTIVITIES DESIGNED TO MEET THE SPECIFIC REHABILATION NEEDS OF DISABLED PATIENTS.

DUTIES:

1. ASSIST PATIENTS IN PREPARATION FOR TREATMENT
2. TRANSPORT PATIENT AND RECORDS TO AND FROM THERAPY AREA
3. ASSISTS PATIENT IN PRACTICE OF ACTIVITIES RELATED TO THE DEVELOPMENT OF STRENGTH AND ENDURANCE
4. PERFORMS TREATMENT PROCEDURES PREDETERMINED FOR EACH PATIENT BY THE REGISTERED THERAPIST
5. ASSEMBLES AND DISASSEMBLES EQUIPMENT
6. PREPARES AND MAINTAINS TREATMENT AREAS
7. IS RESPONSIBLE FOR SUPPLIES
8. ARRANGES SCHEDULE OF FUTURE TREATMENTS AS DIRECTED BY THE THERAPIST
9. IS RESPONSIBLE FOR CORRELATION OF FOLLOW-UP WITH OTHER WORKING SHIFTS

OTHER: _____

_____

OCCUPATIONAL TITLES	TOTAL NUMBER OF POSITIONS		DUTIES								
	PRESENT	1980									
A	B	C	D								
			1	2	3	4	5	6	7	8	9
OCCUPATIONAL THERAPY AIDE											
PHYSICAL THERAPY AIDE											
CORRECTIVE THERAPY AIDE											
RECREATION THERAPY AIDE											
INHALATION THERAPY AIDE											
OTHERS (PLEASE LIST)											

7C ENVIRONMENTAL HEALTH ASSISTING

ASSISTS IN THE OPERATION OF CONTROL FACILITIES, SETS UP SAMPLING EQUIPMENT, TAKES SAMPLES, AND ASSISTS IN THE OPERATION OF THE LABORATORY. THE ENVIRONMENTAL AIDE ASSISTS IN MAKING SURVEYS, INSPECTIONS, AND EVALUATIONS OF FACILITIES TO DETERMINE COMPLIANCE WITH SOME STANDARD AND ALSO ASSISTS THE ENVIRONMENTAL OR SANITARY ENGINEER.

DUTIES:

1. SETS-UP SAMPLING AND MEASURING EQUIPMENT
2. READS AND RECORDS DATA FROM METERS AND GAUGES
3. TAKES SAMPLES FOR LABORATORY ANALYSIS
4. PERFORMS SIMPLE LABORATORY TESTS
5. MAKES SIMPLE ARITHMETIC COMPUTATIONS
6. OPERATES EQUIPMENT
7. MAINTAINS EQUIPMENT
8. KEEPS SIMPLE RECORDS
9. MAKES AND INTERPRETS SIMPLE DIAGRAMS, SKETCHES, AND DRAWINGS
10. PREPARES SOLUTIONS AND REAGENTS IN THE LABORATORY
11. MAINTAINS LABORATORY IN PROPER ORDER
12. MAKES SIMPLE INVESTIGATIONS TO DETERMINE COMPLIANCE WITH A STANDARD
13. ASSISTS SURVEYING TEAMS

OTHER: _____

_____

OCCUPATIONAL TITLES	TOTAL NUMBER OF POSITIONS		DUTIES												
	PRESENT	1980													
A	B	C	D												
			1	2	3	4	5	6	7	8	9	10	11	12	13
WATERWORKS ASSISTANT															
SEWAGE WORKS ASSISTANT															
AIR POLLUTION CONTROL AIDE															
SOLID WASTES AIDE															
LABORATORY AIDE															
WATER TESTER															
SANITARIAN AIDE															
HOUSING AIDE															
RODENT CONTROL AIDE															
INDUSTRIAL HYGIENE AIDE															
ENGINEERING AIDE															
OTHERS, (PLEASE LIST)															

7D COMMUNITY HEALTH ASSISTING

PROVIDES SERVICES TO PATIENTS IN THE HOME, AT AN AGENCY, OR IN THE COMMUNITY TO BRIDGE THE GAPS BETWEEN THE CONSUMER'S NEEDS AND SERVICE DELIVERY PROGRAMS. MAY FUNCTION AS A CASE MONITOR IN SOCIAL, EMOTIONAL, AND HEALTH RELATED PROBLEMS UNDER THE DIRECTION OF A HEALTH PROFESSIONAL.

DUTIES:

1. AIDS IN MAINTAINING PERSONAL HISTORIES OF COMMUNITY PATIENTS
2. INTERPRETS THE NEEDS OF THE PATIENT TO THE FAMILY AND COMMUNITY ORGANIZATIONS
3. ENLISTS THE COOPERATION OF THE COMMUNITY IN REHABILATION
4. AIDS GROUPS IN RECOGNIZING HEALTH DEFICIENCIES
5. AIDS THE COMMUNITY IN COMBATING RISKY PRACTICES SUCH AS CIGARETTE SMOKING AND DIET FADS
6. AIDS A COMMUNITY WIDE INMUNIZATION AGAINST INFECTIOUS DISEASES
7. AIDS IN REFERAL TO SOCIAL AND PSYCHIATRIC INSTITUTIONS
8. AIDS IN THE GATHERING OF STATISTICS IN COMMUNITY HEALTH PROBLEMS
9. ACTS AS A LIAISON BETWEEN HOME, HOSPITAL AND COMMUNITY FOR THE DISCHARED PATIENT
10. AIDS IN RE-EMPLOYMENT

OTHER: _____

_____

OCCUPATIONAL TITLES	TOTAL NUMBER OF POSITIONS		DUTIES										
	PRESENT	1980											
A	B	C	D										
				1	2	3	4	5	6	7	8	9	10
HEALTH GUIDE													
HEALTH EDUCATION AIDE													
HOME HEALTH AIDE													
OTHERS (PLEASE LIST)													

7E MEDICAL/DENTAL ASSISTING

ASSISTS THE LICENSED PHYSICIAN OR DENTIST IN EXAMINATION AND TREATMENT OF THE PATIENT. IS RESPONSIBLE FOR AVAILABILITY AND PREPARATION OF MATERIALS TO BE USED. MAY BE USED IN A VARIETY OF OTHER GENERAL OFFICE PROCEDURES.

DUTIES:

1. ACTS AS RECEPTIONIST FOR PATIENT
2. ASSISTS WITH PATIENT HISTORY
3. STERILIZES INSTRUMENTS
4. ANTISEPTIZES EQUIPMENT
5. ASSISTS WITH X-RAYS
6. PREPARES MATERIALS TO BE USED OR ADMINISTERED BY THE PHYSICIAN OR DENTIST
7. AIDS IN PATIENT TREATMENT
8. RECORDS PATIENT TREATMENT
9. INSTRUCTS PATIENT IN HOME FOLLOW-UP PROCEDURES
10. DISMISSES PATIENT

OTHER: _____

_____

OCCUPATIONAL TITLES	TOTAL NUMBER OF POSITIONS		DUTIES										
	PRESENT	1980											
A	B	C	D										
				1	2	3	4	5	6	7	8	9	10
MEDICAL ASSISTANT													
DENTAL ASSISTANT													
OFFICE ASSISTANT													
OTHERS (PLEASE LIST)													

7F EMERGENCY ASSISTING

PERSON STAFFING EMERGENCY VEHICLES AND EMERGENCY FACILITIES WHO ARE ESPECIALLY TRAINED IN FIRST AID AND THE HANDLING OF PATIENTS.

DUTIES:

1. ADMINISTERS FIRST AID PROCEDURES TO INJURED OR ILL PATIENTS
2. EXTRICATES PATIENT FROM EMERGENCY SITUATIONS
3. CONVEYS PATIENT FROM EMERGENCY SITUATION TO EMERGENCY CARE FACILITY
4. ADMINISTERS BLOOD TRANSFUSIONS AS NECESSARY
5. CLEANS WOUNDS
6. SUTURES WOUNDS
7. SPLINTS FRACTURED LIMBS
8. MONITORS PULSE, TERMPERATURE, RESPIRATION
9. UNDER PROFESSIONAL DIRECTION, ADMINISTERS EMERGENCY DRUGS
10. AIDS IN CHILD BIRTH

OTHER: _____

_____

OCCUPATIONAL TITLES	TOTAL NUMBER OF POSITIONS		DUTIES										
	PRESENT	1980											
A	B	C	D										
				1	2	3	4	5	6	7	8	9	10
MEDICAL EMERGENCY TECH.													
EMERGENCY CARE ASSISTANT													
AMBULANCE ATTENDENT													
EMERGENCY ROOM AIDE													
INTENSIVE CARE UNIT ASS'T.													
OTHERS (PLEASE LIST)													

SECTION C - EDUCATIONAL PREPARATION

8. INSTRUCTIONS FOR QUESTION 8. CHECK WHETHER THE FOLLOWING GENERAL PREPARATORY AREAS ARE MORE IMPORTANT OR LESS IMPORTANT FOR ENTRY LEVEL HEALTH POSITIONS

PREPARATORY AREA	MORE IMPORTANT	LESS IMPORTANT
1. GENERAL UNDERSTANDING OF HEALTH SCIENCE RESOURCES	☐	☐
2. UNDERSTANDING OF TEAM RELATIONSHIPS	☐	☐
3. UNDERSTANDING OF HEALTH AND ENVIRONMENTAL-FIELD ETHICS	☐	☐
4. UNDERSTANDING SIMPLE MEDICAL TERMINOLOGY (ANATOMICAL TERMS)	☐	☐
5. UNDERSTANDING LEGAL RESPONSIBILITIES WITHIN HEALTH AND ENVIRONMENTAL SERVICES	☐	☐
6. UNDERSTANDING THE PRINCIPLES OF STERILIZATION	☐	☐
7. UNDERSTANDING THE SKILLS IN MAINTAINING ENVIRONMENT CONDUCIVE TO PATIENT WELFARE	☐	☐
8. UNDERSTANDING OF EMERGENCY FIRST AID PROCEDURES	☐	☐
9. UNDERSTANDING OF ORAL AND WRITTEN INSTRUCTIONS	☐	☐

REMARKS: _____

SECTION D - EMPLOYMENT BARRIERS

9. INSTRUCTIONS FOR QUESTION 9. FOR THE SERVICE CATEGORIES PREVIOUSLY CONSIDERED, PLEASE INDICATE YOUR GREATEST DIFFICULTIES IN EMPLOYING AND RETAINING HEALTH AND ENVIRONMENTAL AIDES.

DIFFICULTIES	HIRING	RETENTION
1. SALARIES	☐	☐
2. POOR SKILLS TRAINING	☐	☐
3. UNION QUALIFICATIONS	☐	☐
4. LACK OF COMMUNICATION SKILLS	☐	☐
5. RACE DISCRIMINATION	☐	☐
6. SEX DISCRIMINATION	☐	☐
7. AGE DISCRIMINATION	☐	☐
8. LACK OF FORSEEABLE JOB ADVANCEMENT	☐	☐
9. OTHER	☐	☐

SPECIFY _____

_____

SECTION E - RETURN INFORMATION

10. PLEASE CHECK IF YOU WISH TO RECEIVE A COPY OF THE RESULTS OF THIS SURVEY ☐

11. COMMENTS:

PLEASE RETURN THE COMPLETED QUESTIONNAIRE WITHIN 15 DAYS TO HUDSON VALLEY COMMUNITY COLLEGE, TROY, NEW YORK 12180, c/o DR. JOHN W. EHRCKE

APPENDIX B

Entry Level Health Positions

Reported by County

ENTRY LEVEL HEALTH POSITIONS REPORTED

COUNTY	NURSE AIDES	THERAPY AIDES	ENVIRONMENTAL HEALTH AIDES	COMMUNITY HEALTH AIDES	MEDICAL/ DENTAL AIDES	EMERGENCY AIDES	TOTAL
Livingston	341	22	11	8	5	3	390
Madison	28	19	4	7	4	2	64
Monroe	1143	171	42	39	7	4	1406
Montgomery	61	17	4	3	7	3	95
Nassau	1135	152	34	31	22	19	1393
Niagara	363	14	6	7	11	3	404
Oneida	1680	136	21	26	19	7	1889
Onondaga	507	41	32	26	11	3	620
Ontario	287	31	29	31	8	4	390
Orange	704	24	19	18	22	15	802
Orleans	36	18	3	4	1	1	63
Oswego	36	11	5	6	3	3	64
Otsego	123	17	7	8	4	1	160
Putnam	41	15	4	5	3	1	69
Queens	2693	112	67	62	33	74	3041
Rensselaer	218	12	9	7	5	6	257
Richmond	1608	134	16	18	31	32	1839
Rockland	1627	114	16	12	14	10	1793
St. Lawrence	372	21	14	13	9	11	440
Saratoga	173	15	7	8	5	2	210
Schenectady	161	24	18	14	11	3	231
Schoharie	26	17	4	5	2	3	57
Schuyler	14	13	4	3	1	2	37
Seneca	381	34	27	24	27	4	497

ENTRY LEVEL HEALTH POSITIONS REPORTED

COUNTY	NURSE AIDES	THERAPY AIDES	ENVIRONMENTAL HEALTH AIDES	COMMUNITY HEALTH AIDES	MEDICAL/ DENTAL AIDES	EMERGENCY AIDES	TOTAL
Albany	369	23	4	14	29	8	447
Allegany	31	12	3	2	3	1	52
Bronx	2236	143	27	21	25	74	2526
Broome	461	26	31	4	3	4	529
Cattaraugus	53	13	4	2	4	8	84
Cayuga	76	17	6	2	2	3	106
Chautauqua	68	19	11	3	7	0	108
Chemung	121	19	6	2	3	1	152
Chenango	18	12	2	1	2	0	35
Clinton	61	15	7	2	1	3	89
Columbia	42	13	2	1	2	1	61
Cortland	27	13	4	2	2	1	49
Delaware	83	17	4	3	4	2	113
Dutchess	1582	159	47	23	24	4	1839
Erie	2434	129	31	37	22	51	2704
Essex	62	15	3	2	4	2	88
Franklin	164	18	5	6	6	3	202
Fulton	36	16	5	6	7	3	73
Genesee	73	16	4	6	4	7	110
Greene	23	13	4	3	2	3	48
Herkimer	71	15	4	5	7	3	105
Jefferson	194	18	5	7	3	3	230
Kings	3134	136	54	47	42	118	3531
Lewis	21	14	2	4	3	2	46

ENTRY LEVEL HEALTH POSITIONS REPORTED

COUNTY	NURSE AIDES	THERAPY AIDES	ENVIRONMENTAL HEALTH AIDES	COMMUNITY HEALTH AIDES	MEDICAL/ DENTAL AIDES	EMERGENCY AIDES	TOTAL
Steuben	163	14	6	11	8	4	206
Suffolk	3631	166	37	42	36	9	3921
Sullivan	113	14	5	4	3	3	142
Tioga	17	15	2	2	3	1	40
Tompkins	73	17	5	6	3	3	107
Ulster	113	28	6	4	7	3	161
Warren	44	18	4	3	4	4	77
Washington	26	15	4	3	3	3	54
Wayne	412	34	19	18	11	3	497
Westchester	1431	96	41	43	27	28	1666
Wyoming	46	11	9	12	7	4	89
Yates	28	18	3	5	4	3	61
	31,294	2513	819	741	592	589	35,549

APPENDIX C

Responding Institutions by Types of Organizations

Institutions Visited

Responding Institutions By Type Of Organizations N=736

*Institutions Visited N=107

Hospitals	Address
A Barton Hepburn Hospital ECF	Ogdensburg
Albany Hospital for Incurables	Albany
*Albany Medical Center Hospital	Albany
Amsterdam Memorial Hospital	Amsterdam
Arden Hill Hospital	Goshen
Auburn Memorial Hospital Extended Care	Auburn
Aurelia Osborn Fox Hospital	Oneonta
Beekman Downtown Hospital	New York
Beth Abraham Hospital	Bronx
*Beth Israel Medical Center Israel Hospital	New York
Binghamton General Hospital	Binghamton
Binghamton State Hospital	Binghamton
Brooks Memorial Hospital	Dunkirk
Brunswick Hospital Center	Amityville
Bronx Municipal Hospital Center	Bronx
Calvary Hospital	Bronx
Carthage Area Hospital	Carthage
Catholic Medical Center Brooklyn	Jamaica
Central Islip State Hospital	Central Islip
Charles S. Wolson Memorial Hospital	Johnson City
Chenango Memorial Hospital	Norwich
*Columbia Memorial Hospital	Hudson
Columbus Hospital	New York
Community Hospital Extended Care Unit	Stamford

Hospitals	Address
Community General Hospital	Callicoon
Community Hospital Nursing Home	Rocoe
Coney Island Hospital	Brooklyn
Corning Hospital ECF	Corning
Cuba Memorial Hospital	Cuba
*Daughters of Jacob Geriatric Center	Bronx
Degraff Memorial Hospital	North Tonawanda
Delaware Valley Hospital Inc.	Walton
Dobbs Ferry Hospital	Dobbs Ferry
Doctors Hospital	Freeport
Doctors Sunnyside Hospital	Port Jervis
Dutchess County Infirmary	Millbrook
E J. Barber Hospital	Lyons
*Edward J. Meyer Memorial Hospital	Buffalo
Elmira Psychiatric Center	Elmira
Falkirk Hospital	Central Valley
*Flushing Hospital & Medical Center	Flushing
Fordham Hospital	Bronx
Frances Scherivier Home Hospital	Bronx
Francis Delafield Hospital	New York
Geneva General Hospital	Geneva
*Glens Falls Hospital	Glens Falls
Good Samaritan Hospital	Suffern
Goldwater Memorial Hospital	New York
Gowanda State Hospital	Melmuth
Grasslands Hospital	Valhalla

Hospitals	Address
Hamilton Avenue Hospital	Monticello
Harlem Valley State Hospital	Wingdale
Hebrew Hospital for Chronic Sick	Bronx
Highland Hospital	Beacon
Homer Folks TBC Hospital	Oneonta
Horton Memorial Hospital	Middletown
*Hospital Albert Einstein Col	Bronx
*Hospital for Special Surgery	New York
House of the Good Samaritan	Watertown
Hudson River State Hospital	Poughkeepsie
Italian Hospital	New York
Kenmore Mercy Hospital	Kenmore
Kings Park State Hospital	Kings Park
Kingsbridge House	Bronx
Lake Shore Hospital	Irving
Lawrence Hospital	Bronxville
Lenox Hill Hospital	New York
*Leroy Hospital	New York
Liberty-Loomis Hospital Inc.	Liberty
Long Beach Memorial Hospital	Long Beach
Lutheran Medical Center	Brooklyn
Lyons Community Hospital	Lyons
Manhasset Medical Center Hospital	Manhasset
Mary Harkness Presbyterian Hospital	Port Chester
Margaretville Memorial Hospital	Margaretville
*Mary McClellan Hospital	Cambridge
Mattewan State Hospital Complex	Beacon

Hospitals	Address
*Memorial Hospital Cancer Allied Disease	New York
Memorial Hospital of Greene	Catskill
Mercy General Hospital	Tupper Lake
Mercy Hospital Watertown Madonna	Watertown
Methodist Hospital of Brooklyn	Brooklyn
Metropolitan Hospital Center	New York
Millard Fillmore Hospital	Buffalo
Misericordia Hospital Medical Center	Bronx
Mohawk Valley General Hospital	Ilion
Monroe Community Hospital	Rochester
*Montefiore Hospital & Medical Center	Bronx
Moses Ludington Hospital	Ticonderoga
Mount View Hospital	Lockport
Mt. Eden General Hospital	Bronx
Nathan Littauer Hospital	Gloversville
New York Hospital-Cornell Medical Center	White Plains
New York Infirmary	New York
New York State Rehabilitation Hospital	West Haverstraw
Newark State School	Newark
Northern Dutchess Hospital	Rhinebeck
Nyack Hospital	Nyack
Oneida City Hospital	Oneida
Oswego Hospital	Oswego
Our Lady of Victory Hospital	Lackawanna
Park Avenue Hospital Inc.	Rochester
Park East Hospital	New York
Parsons Hospital	Flushing

Hospitals	Address
Peekskill Hospital	Peekskill
Peninsula Hospital Center	Far Rockaway
Pilgrim State Hospital	West Brentwood
*Placid Memorial Hospital	Lake Placid
Prospect Hospital	Bronx
Read Memorial Hospital	Hancock
Rochester General Hospital	Rochester
Rockland Children's Psychiatric Hospital	Orangeburg
Rome Hospital	Rome
Roswell Park Memorial Institute	Buffalo
Sagamore Childrens Center	Melville
Salamanca District Hospital	Salamanca
*Samaritan Hospital	Troy
Schuyler Hospital	Montour Falls
Sea View Hospital & Home	Staten Island
Sisters of Charity Hospital	Buffalo
Soldiers & Sailors Memorial Hospital	Penn Yan
South Hampton Hospital	South Hampton
South Nassau Communities Hospital	Oceanside
South Oaks Hospital	Amityville
*Sunnyview Hospital & Rehabilitation Center	Schenectady
Syracuse Psychiatric Hospital	Syracuse
St. Charles Hospital	Port Jefferson
*St. Clares Hospital & Health Center	New York
*St. Francis Hospital	Buffalo
St. Jerome Hospital	Batavia
St. James Mercy Hospital Extended Care	Hornell

Hospitals	Address
St. John's Episcopal Hospital	Brooklyn
St. Johns Queens HP DIV Medical Center	Elmhurst
St. Johns Smithtown Hospital	Smithtown
*St. Josephs Hospital	Cheektowaga
St. Josephs Hospital	Far Rockaway
*St. Lukes Hospital Center	New York
St. Lukes Memorial Hospital	New Hartford
*St. Mary's Hospital	Troy
*St. Peter's Hospital	Albany
St. Vincents Medical Center	Staten Island
*State University Upstage Medical Center Hospital	Syracuse
*State University of N.Y. Downstate Medical Ctr.	Brooklyn
The Faxton Hospital	Utica
The Good Samaritan Hospital	West Islip
The Jamaica Hospital	Jamaica
The Mary Imogene Bassett Hospital	Cooperstown
The Mount Vernon Hospital	Mount Vernon
The Parkway Hospital	Forest Hills
Tioga General Hospital & Nursing Home	Waverly
*Tompkins County Hospital	Ithaca
Twin Elms Hospital	Syracuse
U.S. Public Health Service Hospital	Staten Island
Utica State Hospital	Utica
Union Hospital of the Bronx	Bronx
United Hospital	Port Chester
University of Rochester	Rochester

Hospitals	Address
VA Hospital	Northport
Van Duyn Home & Hospital	Syracuse
*Vassar Brothers Hospital	Poughkeepsie
Veterans Administration Hospital	Buffalo
Veterans Administration Hospital	Bronx
*Veterans Administration Hospital	Brooklyn
*Veterans Hospital	Albany
Wassaic State Hospital	Wassaic
Will Rogers Hospital	Saranac Lake
Wyoming County Community Hospital	Warsaw

Nursing Homes	Address
A Holly Patterson Home Aged	Uniondale
Abbey Nursing Home	Rochester
Aberdeen Nursing Home	Rochester
Alaimo Nursing Home	Rochester
Albany Ave. Nursing Home	Kingston
Albany Gardens Nursing Home	Albany
Alice Hyde Nursing Home	Malone
*Althouse Nursing Home	Syracuse
*Ann Lee Home & Infirmary	Albany
Arietta Crane Reed Home	Brewster
Auburn Nursing Home	Auburn
Augustana Lutheran Home	Brooklyn
Baird Nursing Home	Rochester
Baldwinsville Sanitarium	Baldwinsville
Baptist Home for the Aged	Bronx
Baptist Home of Brooklyn	Brooklyn
Barbara Lucille Nursing Home	Mt. Vernon
Barnwell Nursing Home	Valatie
Bayberry Nursing Home	New Rochelle
Bayview Nursing Home	Island Park
Beadle Nursing Home	Oswego
Beechwood Sanitarium	Rochester
Belair Nursing Home	North Bellmore
Ben Nursing Home	Marcy
Berkshire Nursing Home	West Babylon
Bethel Methodist Home	Ossining

Nursing Homes	Address
Bida Convalescent Home	Oxford
Birchwood Nursing Home	Huntington State
Brandywine Nursing Home	Briarcliffe Manor
Briar Crest Nursing Home	Ossining
Brightonian Nursing Home	Rochester
*Broadacres-ECF	Utica
Broadlawn Manor Nursing Home	Amityville
Brooklyn Home for Aged Men	Brooklyn
Brooklyn Methodist Church Home	Brooklyn
Brooks Nursing Home	Syracuse
Brunswick Hospital Center Nursing Home	Amityville
Bullion Infirmary	Schuylerville
Burke Hill Manor Nursing Home	Rochester
Cambridge Nursing Home	Rochester
Canajoharie Nursing Home	Canajoharie
Case Nursing Home	Syracuse
*Castle Rest Nursing Home	Syracuse
Caton Park Nursing Home	Brooklyn
Cayuga County Infirmary	Auburn
Cedar Hedge Nursing Home	Rouses Point
Cedar Lodge Inc.	Saratoga Springs
Cedar Lodge Nursing Home	Center Moriches
Cedar Lodge Nursing Home	Ossining
Central Dutchess Nursing Home	Wappingers Falls
Centre Manor Nursing Home	New Rochelle
Charles T. Sitrin Home	New Hartford
Chase Memorial Nursing Home	New Berling

Nursing Homes	Address
Chester Hill Nursing Home	Mt. Vernon
Chimneys	Rochester'
*City of Poughkeepsie Infirmary	Poughkeepsie
Claremont Nursing Home	Mt. Vernon
*Clark Nursing Home	Oneonta
*Clark Nursing Home	Richfield Spring
Clear Nursing Home	Rockville Centre
Clinton County Home Infirmary	Plattsburgh
Clinton Nursing Home	Bay Shore
Clove Lakes Nursing Home	Staten Island
*Colonial Hall Nursing Home	Keeseville
Community Drive Nursing Home	Great Neck
Cortlandt Nursing Home	Peekskill
Cottage Nursing Home	Schenectady
Country Lake Nursing Home	Centerport
Crestwood Nursing Home	Mt. Vernon
Cupola Nursing Home	Brockport
Dale Sanitarium	Rochester
*Daughters of Sarah Jewish Home	Troy
Davis Nursing Home	Mt. Vernon
Dean Manor Nursing Home	White Plains
Dehlman Nursing Home	Johnson City
Delameter Nursing Home	Poughkeepsie
*Delaware County Home Infirmary	Delhi
Delaware Nursing Home	Syracuse
Deleview Nursing Home	Farmingdale

Nursing Homes	Address
Dewitt Nursing Home	New York
Doanes Nursing Home	Goshen
Doctors Sanitarium	Rochester
Dow Nursing Home	Schenectady
Dowling Nursing Home	Utica
Dumont Nursing Home	New Rochelle
Dutchess County Infirmary	Millbrook
Earle Nursing Home	Lynbrook
Earle Nursing Home	Middletown
East Point Nursing Home	Cold Spring
East Rockaway Nursing Home	Lynbrook
Eastern Star Home Infirmary	Oriskany
Eastern Suffolk Nursing Home	Greenport
Echo Terrace Nursing Home	New Rochelle
Eden Park Nursing Home	Catskill
*Eden Park Nursing Home	Troy
*Eden Park Nursing Home	Cobleskill
Eden Park Nursing Home	Hudson
Eden Park Nursing Home	Albany
Edgewater Nursing Home	New Hartford
Elizabeth C. Shaw Nursing Home	Mountainville
Elizabeth Church Manor Infirmary	Binghamton
Elm Manor Nursing Home	Canandaigua
Elm Rest Nursing Home	Oswego
Elmcrest Sanitarium	Churchville
Elmhurst Sanitarium	Rochester

Nursing Homes	Address
Elms Nursing Home	Rochester
Elmwood Manor Nursing Home	Nanuet
Essex Home and Infirmary	Whallonsburg
Evangelical Home for the Aged	Brooklyn
Evergreen Haven	Warrensburgh
Evergreens Nursing Home	Camden
Fairport Baptist Home	Fairport
Far Hills Nursing Home	Greenville
Farragut Nursing Home	Brooklyn
Fatima Villa Nursing Home	Schodack Landing
Field Sanitarium	Rochester
Firemens Home of State of New York	Hudson
Five Towns Nursing Home	Woodmere
Fleetwood Nursing Home	Yonkers
Floral Park Nursing Home	Floral Park
Flower City Nursing Home	Rochester
Fort Tryon Nursing Home	New York
Frances Schervier Home & Hospital	Bronx
Franklin County Nursing Home	Malone
Franklin Nursing Home	Franklin Square
Furman Rest Home	New Rochelle
G. Smith Memorial Home Infirmary	Eaton
Gables Nursing Home	Palmyra
Garden House for Convalescents	Binghamton
Garry Nursing Home	Kingston
*Genesee N H	Utica

Nursing Homes	Address
German Masonic Home Corporation	Tappan
Giovannetti Nursing Home	Auburn
*Glen Haven Nursing Home	Glens Falls
Glencariff Nursing Home	Glen Cove
*Glendale Home & Infirmary	Scotia
Glenwood Nursing Home	Yonkers
Gough Nursing Home	Rochester
Graham Home for Old Ladies	Brooklyn
Grandview Nursing Home	Greenfield Center
Grandview Nursing Home	Lowville
Green Gables Nursing Home	Rochester
Green Woods Nursing Home	Melrose
Greene Nursing Home	Syracuse
Greene Nursing Home	Syracuse
Greyhouse Nursing Home	Rochester
Greystone Manor Nursing Home	Martinsburg
Guilderland Center Nursing Home	Guilderland
Hadlers Nursing Home	Kingstone
*Hallmark Nursing Center	Troy
Hallmark Nursing Home	Schenectady
Harding Nursing Home	Waterville
Haym Slomon Home for the Aged	Brooklyn
Hebrew Home for the Aged	Bronx
Helaire Farm Nursing Home	Huntington
Hempstead Park Nursing Home	Hempstead
Henderson Nursing Convalescent	Syracuse

Nursing Homes	Address
*Herle Nursing Home	Rochester
Hill Haven Nursing Home	Webster
Hill Haven Nursing Home	Syracuse
Hillcrest Nursing Home	Spring Valley
Hillcrest Nursing Home	Adams
Hillside Nursing Home	Auburn
Holbrook Manor	Holbrook
Hoden Nursing Home	Minda
Hollis Park Gardens Nursing Home	Hollis
Holy Child Nursing Home	Catskill
Home for Aged Women	Binghamton
Home Protestant Episcopal Church	Rochester
Horace NYE Home	Elizabethtwon
Horan Nursing Home	Weedsport
House of St. Hiles the Cripple	Garden City
House of the Holy Comforter	Bronx
Howd Nursing Home	Moravia
Hudson View Nursing Home	Yonkers
Huntington Nursing Home	Huntington
Hurlburt Sanitarium	Rochester
Hutton Nursing Home	Kingston
*Ideal Nursing Home	Glens Falls
Ideal Nursing Home	Auburn
Ideal Nursing Home	Bronx
Indian River	Granville
Irwin Nursing Home	St. Albans

Nursing Homes	Address
*Isabella Geriatric Center	New York City
Jackson Nursing Home	Baldwin
James Square Nursing Home	Syracuse
Jefferson County ECF	Watertown
Jewish Guild for the Blind	Yonkers
Jewish Home & Infirmary	Rochester
Jewish Home of Central New York	Syracuse
Jones & Martin Nursing Home	Middletown
Josephine Baird Home	New York
Kent Nursing Home	Carmel
Kent Nursing Home	Holmes
Kern Nursing Home	Otego
King Street Home	Port Chester
Knorr Sanitarium	Rochester
Kring Nursing Home	Hudson
Kruger Nursing Home	New Rochelle
Lakeshore Nursing Home	Rochester
Lakeview Nursing Home	Skaneateles
Lamp	Amsterdam
*Landers Nursing Home	Utica
Laura Parker Nursing Home	New Rochelle
Lilypond Nursing Home	Staten Island
Lincoln Manor Nursing Home	Ossining
Long Island Tides Nursing Home	Long Beach
Long Pond Nursing Home	Rochester
Long Term Care Unit Saratoga Hospital	Saratoga Springs
Longview Nursing Home	White Plains

Nursing Homes	Address
Longview Nursing Home	Malone
*Loretto Rest Inc.	Syracuse
Lovely Hill Nursing Home	Pawling
L.S. Poskanzer Convalescent Home	Albany
Lutheran Home Central NY Inc.	Clinton
Mansell Nursing Home	Moreau
Maple Lawn Nursing Home	Manlius
Maplewood Sanitarium	Rochester
Marcys Nursing Home	East Berne
Marrs Nursing Home	Mohegan Lake
*Martin Manor Nursing Home	Rochester
Mary Manning Walsh Nursing Home	New York
Masonic HM & Health Facility	Utica
Maxwell Nursing Home	Moravia
Mayfair Nursing Home	Hempstead
McCarthy Nursing Home	Troy
McClellands	Beacon
McDonough Nursing Home	Worchester
McGann Nursing Home	Poughkeepsie
McKinneys Sanitarium	Yonkers
Meadow Park Nursing Home	Flushing
Melrae Nursing Home	Syracuse
*Methodist Church Home for Aged	Bronx
Minoa Nursing Home	Minoa
Miramichi Nursing Home	White Plains
Miriam Osborn Memorial Home	Rye
Montclair Nursing Home	Glen Cove

Nursing Homes	Address
*Mt. Loretto Convalescent Home	Amsterdam
Mt. Vernon Nursing Home	Mt. Vernon
N.E. Conference Nursing Home	Hyde Park
Nassau Nursing Home	Oceanside
New Ideal Nursing Home	Glens Falls
*New Paltz Nursing Home	New Paltz
New York Nursing Home	New York
New York State Veterans Home	Oxford
Newark Manor Nursing Home	Newark
Nightingale Nursing Home	Troy
Noah Nursing Home	Lindenhurst
Notre Dame Home for Aged Poor	Bronx
Nunda Community Nursing Home	Nunda
Nursing Home Extended Care Facility	White Plains
Oak Hill Manor	Ithaca
*Oakwood Nursing Home	Schenectady
Oceanview Nursing Home	Far Rockaway
Oneida Nursing Home	Oneida
*Oneonta Nursing Home	Oneonta
Orange County Welfare Home Infirmary	Goshen
Orange County Welfare Home Annex	Newburgh
Orthmann Sanitarium	Kingston
Otsego County Home & Infirmary	Cooperstown
Our Lady Consolation Home Aged	Amityville
Palatine Nursing Home	Palatine Bridge
Park Alexander Nursing Home	Rochester

Nursing Homes	Address
Park Nursing Home	Rockaway Park
Park View Nursing Home	Massapequa
Park View Nursing Home	New Rochelle
Parkway Nursing Home	White Plains
Parkway Nursing Home	Brooklyn
Patchogue Nursing Home	Patchogue
*Pavilion Nursing Home	Rochester
Peabody Home of Morningside	Bronx
Percy Williams Home	East Islip
Phillips Nursing Home	Syracuse
Pillars Nursing Home	Rochester
Pine Haven Home	Philmont
Pinecrest Manor Nursing Home	Corning
Pontiac Nursing Home	Oswego
Port Washington Nursing Home	Port Washington
Potsdam Nursing Home	Potsdam
Presbyterian Home for Central New York	New Hartford
*Providence Rest Home	Bronx
Queens Manor Nursing Home	South Ozone Park
Ramapo Manor Nursing Center	Suffern
Reconstruction Home Inc.	Ithaca
Regent Nursing Home	Richmond Hill
Resort Nursing Home	Arverne
Resurrection Rest	Catleton on Hudson
Riverdale Nursing Home	Bronx
Riverhead Nursing Home	Riverhead

Nursing Homes	Address
Rivermede Manor Nursing Home	Binghamton
Riverside Nursing Home	Haverstraw
Riverview Manor Nursing Home	Owego
Riverview Nursing Home	New York
Rochester Friendly Home	Rochester
Rockland County Infirmary	Pomona
Rodman Nursing Home	White Plains
Rofay Nursing Home	Bronx
Rome Nursing Home	Rome
Ross Nursing Home	Brentwood
Rutw Nursing Home	Hauppauge
Ryan Nursing Home	Watertown
Sacred Heart Home	Plattsburgh
Saint Albans Nursing Home	St. Albans
Sands Point Nursing Home	Port Washington
Sanger's Nursing Home	New York
*Saratoga Co. Homestead Infirmary	Middle Grove
Sawmill River Nursing Home	Yonkers
Sayville Nursing Home	Sayville
Silver Lake Nursing Home	Staten Island
Smith Nursing Home	Walton
Smithtown Nursing Home	Smithtown
Society of St. Johnland	Kings Park
Soundview Nursing Home	Smithtown
South Shore Convalescent Home	Patchogue
South Shore Nursing Home	Freeport

Nursing Homes	Address
Southampton Nursing Home	Southampton
St. Ann's Home for the Aged	Rochester
St. Camillus Nursing Home	Syracuse
St. Elizabeth Nursing Home	Newark
St. James Nursing Home	St. James
St. John's Home for the Aging	Rochester
St. Joseph's Home	Ogdensburg
St. Margaret's House Hospital	Albany
St. Patrick's Home for the Aged	Bronx
St. Teresa's Guest House	Middletown
Stafford Nursing Home	Syracuse
Steadwell Nursing Home	Schenectady
Steuben County Infirmary	Bath
Stonehedge Nursing Home	Rome
Suffolk Infirmary	Yaphank
Sullivan County Home & Infirmary	Liberty
Summit Nursing Home	Utica
Sunnyside Nursing Home	East Syracuse
Sunrest Nursing Home	Port Jefferson
Sunrise Manor Nursing Home	Bayshore
Sunset Nursing Home	Boonville
Sunset Nursing Home	Constableville
Surfside Nursing Home	Far Rockaway
*Sylcox Nursing Home	Newburgh
Tarrytown Hall Nursing Home	Tarrytown
Tenderling Nursing Home	Lindenhurst

Nursing Homes	Address
Terrace Sanitarium	Rochester
The Bethel Methodist Home	Ossining
The Jewish Guild for the Blind	Yonkers
The McClelland Home	Beacon
Todd Nursing Home	Southampton
Tompkins County Hospital	Ithaca
Townview Nursing Home	New York
Tra-Nel Nursing Home	Beacon
Trustees of Sailors Snug Harbor	Staten Island
Uihlein Mercy Center	Lake Placid
Ulster County Infirmary	New Paltz
Ulster County Infirmary	Kingston
Union Nursing Home	Schenectady
United Odd Fellows Home	Bronx
United Presbyterian Home	Woodbury
Ursuline Nursing Home	Oakdale
Valentine Nursing Home	Central Islip
Van Ostrand Nursing Home	Watertown
*Van Rensselaer Manor	Troy
Verrazano Nursing Home	Staten Island
Vestal Nursing Home	Vestal
Victoria Home	Ossining
Villa Mary Immaculate	Albany
Wayne County Infirmary	Lyons
Wedgewood Nursing Home	Spencerport
Westchester County Home	Hawthorne

Nursing Homes	Address
Westhampton Nursing Home	Westhampton Beach
Westledge Nursing Home	Peekskill
Westmere Convalescent Home	Albany
Westmount Infirmary	Glens Falls
White House Nursing Home	Rensselaer
White Plains Center Nursing Care	White Plains
Whiteney Nursing Home	New Rochelle
Wildwood Nursing Home	Brentwood
Williamsbridge Manor Nursing Home	Bronx
Willow Point Nursing Home	Vestal
Windsor Park Nursing Home	Queens Village
Wishing Well Nursing Home	East Rockaway
Woodbury Nursing Home	Woodbury
Woodcrest Nursing Home	College Point
Woodland Nursing Home	New Rochelle
Woodmere Nursing Home	Woodmere
Woods Manor Nursing Home	Jamaica
Workmens Circle Home	Bronx

Medical Clinics	Address
Burke Rehabilitation Center	White Plains
Elmira Clinic	Elmira
*Martin Luther King Health Center	Bronx
*Montefiore Hospital Loeb Center	Bronx
Neustadter Foundation	Yonkers
*New York Cardiac Center	Yonkers
*Ontario County Infirmary	Canandaigua
United Home for Aged Hebrews	New Rochelle

Industrial Institutions	Address
*Acme Steel & Malleable Iron Works	Buffalo
Allen V. Smith Inc.	Skaneateles
Ayerst Laboratories Inc.	Rouses Point
Berger Industries Inc.	Maspeth
*Bethlehem Steel - Lackawanna Plant	Buffalo
*Birds Eye Division - General Foods Corporation	Avon
Burrows Tissue Company	Phoenix
Cayuga Rock Salt Company	South Lansing
*Central Foundry Company	Rochester
Ciba Geigy Corporation	Suffern
Comstock Foods	Newark
Crowleys Milk Company Inc.	La Fargeville
Duneen Soap Corporation	Brooklyn
F M C Corporation	Middleport
*General Electric Co. Eng. Cast Production	Elmira
Georgia Pacific Corporation	Lyons Falls
H. Kohnstamm & Company Inc.	New York
Hazen and Sawyer	New York
Hercules Incorporated	Port Ewen
Ketchum Laboratories, Inc.	Amityville
Malcolm Pirnie Inc.	White Plains
*Mobile Oil Corporation	Buffalo
Monroe Frozen Food Inc.	Middleport
Natcon Chemical Company	Plainview
Nepera Chemical Company	Harriman
*O'Brien & Gere Engineers Inc.	Syracuse

Industrial Institutions	Address
*O-Cel-O General Mills Inc.	Tonawanda
Olin Corporation	Niagara Falls
Powers Chemco Inc.	Glen Cove
*Rochester Gas & Electric	Rochester
Salada Food Inc. - U.S. Division	Little Falls
Sealtest Foods Division Kraft Company Corp.	Schenectady
Simonds Steel - Wallace-Murphy	Lockport
Singer Graflex Division	
*Spaulding Fibre Company	Tonawanda
Special Metals Corporation	New Hartford
Van Houten Associates Inc.	New York
Charles R. Velzy Association Inc.	Elmsford
*Ambulance Service Corporation	Troy

Educational Institutions	Address
Adirondack Community College	Glens Falls
Albany - State University	Albany
*Alfred - Agricultural and Technical College	Alfred
Broome Community College	Binghamton
Buffalo - State University	Buffalo
Cobleskill - Agricultural and Technical College	Cobleskill
Cortland - State University	Cortland
*Delhi - Agricultural and Technical College	Delhi
*Downstate Medical Center	Brooklyn
*Erie Community College	Buffalo
Farmingdale - Agricultural & Technical College	Farmingdale
Fulton-Montgomery Community College	Johnstown
*Hudson Valley Comminity College	Troy
Monroe Community College	Rochester
Morrisville - Agricultural & Technical College	Morrisville
*Onondaga Community College	Syracuse
*Orange County Community College	Middletown
Plattsburgh - State University	Plattsburgh
University of Rochester	Rochester
*Upstate Medical Center	Syracuse
Westchester Community College	Valhalla

New York State Governmental Institutions	Address
*Board of Water Supply	Utica
*Brighton Sewer District #2	Rochester
Broome County Health Department	Binghamton
City Kingston Board Public Works	Kingston
*City of Albany Sewage Disposal	Albany
City of Binghamton	Binghamton
City of Fulton	Fulton
City of Glens Falls	Glens Falls
City of Ithaca	Ithaca
City of White Plains	White Plains
*Clinton County Health Department	Plattsburgh
*Columbia County Health Department	Hudson
Cattaraugus County Health Department	Olean
Craig State School	Sonyea
Department of Public Health	New Rochelle
Department of Public Works	Jamestown
Dutchess County Department of Health	Poughkeepsie
East Side Sewage Treatment Plant	Oswego
Elmira Water Board	Elmira
*Erie County Department of Health	Buffalo
Livingston County Department of Health	Geneseo
*Lockport Wastewater Treatment	Lockport
*Monroe County Health Department	Rochester
Nassau County Department of Health	Mineola
*Niagara County Health Department	Lockport

New York State Governmental Institutions	Address
Oneonta Water Department	Oneonta
Orange County Department of Health	Goshen
*Poughkeepsie Sewage Treatment Plant	Poughkeepsie
*Rensselaer County Health Department	Troy
Rockland County Health Department	Pomona
*Schenectady City Health Department	Schenectady
Seneca County Department of Health	Waterloo
Sewer & Water Department	Poughkeepsie
Suffolk County Department of Health	Riverhead
*Syracuse Water Division	Syracuse
Tompkins County Health Department	Ithaca
Town of Amherst	Williamsville
Town of Owego	Apalachin
Town of Rotterdam	Rotterdam
*Utica City Health Department	Utica
Village of Johnson City	Johnson City
Village of Lynbrook	Lynbrook
*Water & Wastewater Treatment Plant	Auburn
*Water Bureau	Rochester
Willowbrook State School	Staten Island
*Water Pollution Control Plant	Newburgh

Home Health Services	Address
Association Visiting Nurse Service Inc.	White Plains
Broome Community Health Center Hospital	Chanango
Community Visiting Nurse Association	North Tarrytown
*Hoosick Falls Health Center	Hoosick Falls
*Nursing Sister HM Visiting Service	Brooklyn
*NYS Department - Health Utica District Office	Utica
*Visiting Nurse Association - Albany Inc.	Albany
*Visiting Nurse Association of Troy	Troy
*Visiting Nurse Association	Syracuse
Visiting Nurse Service Association - Schenectady	Schenectady
Visiting Nurse Service - North Shore	Manhasset
Visiting Nurse Service	Huntington
Visiting Nurse Service	Rochester
*Visiting Nurse Service of New York	New York
Visiting Nurse Association of Utica Inc.	Utica
Visiting Nursing Association of Buffalo	Buffalo
VNA of the Fine Towns, Inc.	Woodmere